



Government of Pakistan  
Ministry of Commerce,  
Directorate General of Trade Organizations  
(Office of Regulator of Trade Organizations)  
State Life Building No. 7, 2<sup>nd</sup> Floor, Blue Area,  
\*\*\*\*\*



F. No. 7(4)/2020-TO

Islamabad, the 1<sup>st</sup> September, 2020

ORDER IN ORIGINAL NO. 47/2020

Passed by Mr. Riaz Ahmed, Regulator of Trade Organizations

*Mr. Muhammad Arshad, Ex-Secretary General  
Of Pakistan Association of Automotive Parts & Accessories Manufacturers  
(PAAPAM)*

*Versus*

*Pakistan Association of Automotive Parts & Accessories Manufacturers (PAAPAM)*

Present in the hearing.

1. Mr. Muhammad Arshad (Ex-Secretary General)

Appellant/ Complainant

1. Mr. Muhammad Akram (Chairman)

2. Mr. Razzak Ahme (M.C Member)

3. Mr. Azhar Alf

..Respondents

4. Mr. Anas Haroon (Acting Secretary General)

5. Mr. Khalid Ishaq (Advocate)

Date of Hearing: 25-08-2020

Place of Hearing: OFFICE OF REGULATOR OF TRADE ORGANIZATIONS  
DIRECTORATE GENERAL OF TRADE ORGANIZATIONS,  
STATE LIFE BUILDING NO.7, 2<sup>ND</sup> FLOOR, BLUE AREA,  
ISLAMABAD.

Date of issuance of Order: 01-09-2020

  
**RIAZ AHMAD**  
Regulator of Trade Organizations  
Directorate General of Trade Organization  
Ministry of Commerce, Islamabad

By this order the undersigned intends to dispose of complaint filed by Mr. Muhammad Arshad Ex-Secretary General of Pakistan Automotive Parts and Accessories Manufacturers (PAAPAM) against Chairman of Pakistan Automotive Parts and Accessories Manufacturers (PAAPAM) regarding removal of Secretary General. The case was fixed for hearing on 25-08-2020, which was attended by both sides.

2. The appellant contended that he was removed from the post of Secretary General without any notice or intimation. The government of Pakistan has prohibited any layoff and termination in private sector during the Covid-19 lockdown situation in the country. The chairman instead adopting legal course for removal of Secretary General, acted arbitrary and terminated the appellant from services as a Secretary General. The appellant requested to issue restraining order and stop chairman PAAPAM from terminating the service of appellant. The appellant further requested that Chairman PAAPAM may be directed to restore his services or pay dues as per rules. The appellant also submitted appointment letter.

3. On the other hand, the counsel of the respondent contended that appellant has been removed in accordance with the resolution of PAAPAM dated 28.04.2020, which was duly approved by the Managing committee. Accordingly, on 30.04.2020, relieving letter was issued to appellant. Intimation of the same was endorsed by Additional Registrar office of SECP on 01.05.2020. The respondent denied the authenticity of the appointment letter submitted by the appellant. However, respondent stated that appointment letter of Secretary General is not available in the record of the Association.

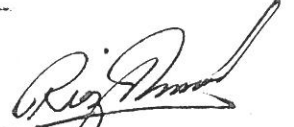
### FINDINGS

The appointment letter submitted by the appellant which is denied by respondent, shows that the appellant was appointed on consolidated salary of Rs. 20,000/- per month excluding Government Taxes and other following terms conditions

1. Notice period three months
2. Gratuity 20 days yearly
3. Leave encashment

ORDER

Arguments heard and record/ evidence perused. The Association is directed to pay all dues to the appellant as mentioned in his appointment letter and appoint a permanent Secretary General as per Rule 24 of Trade Organization Rules, 2013 and submitted report in this within 30 days.



(Riaz Ahmed)  
Regulator (TO)

Announced Dated:-01-09-2020.

**RIAZ AHMAD**  
Regulator of Trade Organizations  
Directorate General of Trade Organization  
Ministry of Commerce, Islamabad